

Kupu Conservation Leadership Development at Midway Atoll National Wildlife Refuge

Overview:

Midway Atoll is a globally significant seabird colony located 1,300 miles from the main Hawaiian Islands within Papahānaumokuākea Marine National Monument. Midway Atoll is a remote field site inhabited by a small community of ~50 residents comprising of FWS staff, volunteers, and contractors. The biological program at Midway Atoll focuses on controlling and removing non-native species and to maintain, conserve, and restore quality habitat to meet the needs of indigenous plants, seabirds, water birds, monk seals and sea turtles. Up to three interns are sought to assist Refuge staff, under the supervision of the Wildlife Biologist, in the implementation of these programs. All positions available upon funding.



These positions are in partnership with Kupu, a 501c3 nonprofit organization which aims to empower youth to serve their communities through character building, service learning, and environmental stewardship. Kupu aims to train and equip young adults in Hawai'i and throughout the Pacific Rim with work skills, life skills, and knowledge to help them become successful as individuals and as part of the greater community. Kupu is staffed by people with a heart to better Hawai'i while working as a team with a purpose of doing what is pono and doing what is best for Hawai'i and its people. Kupu's Mission is "To empower youth to serve their communities through character-building, service-learning, and environmental stewardship opportunities that encourage integrity (pono) with God, self and others." For more information about the leadership development program through Kupu please visit: <http://www.kupuhawaii.org>

Qualifications:

- Must be comfortable with the use of pesticides.
- Must be able to perform all duties in inclement weather including high heat and humidity, strong winds, and heavy rain.
- Must be in excellent physical and mental condition; able to walk 10 miles a day over variable terrain, lift and carry 50 lbs, ride a bicycle, swim, and be able to perform repetitive stooping and bending motions.
- Must be able to pass a swim test.
- Must have a valid driver's license and current passport that does not expire for at least one year.
- A current physical, tetanus shot, and TB test are required.

Ideal candidates will have strong interpersonal skills and be able to work well independently as well as closely in a small group, be easy-going with a good sense of humor, and flexible to changing conditions. They will possess boat operation, kayaking and snorkel experience.

Position 1 – Plant Propagation Specialist

Duties:

- Assist with design and implementation of restoration projects with clear goals and objectives.
- Propagate native plants from seeds and cuttings in nursery for restoration projects.
- Maintain nursery stock including fertilizing, watering, repotting, and monitoring health.
- Monitoring restoration areas for overall site condition including native plant health and weed abundance.
- Maintain records in database for seeds or cuttings collected, propagated, and outplanted.
- Monitoring focal and rare plants.
- Support Hawaiian cultural program including outreach with the community and visitors.

Desired Skills/Experience:

- 1-2 years restoration experience including plant propagation, nursery experience, and weed control.
- Hawaii plant identification.
- Previous experience in Hawaiian archipelago.
- Previous experience with rare and T&E species.
- Previous ArcGIS, GPS, and Access Database experience.

Position 2 – Invasive Plant Control Specialist

Duties:

- Assist with efforts to eradicate *Verbesina encelioides*, conduct transects to remove plants manually and through chemical application of pesticides and perform quality checks.
- Survey and map invasive plants and assist prioritizing, coordinating, and implementing control efforts.
- Monitor treatment efficacy.
- Monitor phenology of weed species.
- Assist with research and development of effective and efficient prescriptions for weed control and management.
- Maintain records in Access database and ArcGIS for locations, control efforts, and herbicide usage.
- Support Hawaiian cultural program including outreach with the community and visitors.

Desired Skills/Experience:

- 1-2 years invasive plant control experience and strong plant identification skills.
- Hawaii plant identification
- Previous experience in Hawaiian archipelago
- Previous experience with rare and T&E species
- Previous ArcGIS, GPS, and Access Database experience

Position 3 - Volunteer Crew Leader

Duties:

- Schedule tasks for Volunteer Field Crew and supervise day-to-day field activities to ensure volunteers are performing assigned tasks correctly and are working within specified hours.
- Managing performance and conduct of volunteers.
- Lead volunteer crew orientation and training.
- Oversee and follow protocol for CO₂ sample collection and data recording.
- Assist and coordinate with Wildlife Biologist on Albatross Demography Survival and Reproductive Success Monitoring Program and proper bird handling and banding practices.
- Assist and coordinate with Wildlife Biologist on regular Laysan duck health and population monitoring, botulism outbreak response, sick and dead duck intake, and captive care.
- Coordinate with Wildlife Biologist on invasive rodent control both manually and with pesticide application.
- Coordinate needs of Plant Propagation Specialist including native plant propagule collection, potting, watering/nursery care, outplanting, and restoration site maintenance.
- Coordinate with Invasive Plant Control Specialist on control/eradication including hand-pulling, cutting and treating stumps with herbicide, foliar herbicide application, and basal stem herbicide application,
- Routine maintenance, cleaning and repair of Refuge equipment, vehicles/vessels, and office space.
- Working with refuge staff and volunteers on manual labor and construction projects such as installing posts or digging holes, repairing or assembling Laysan duck guzzlers, painting plot markers, and cleaning duck seeps.
- Support various research projects and management actions that occur on refuge (such as Laysan duck, Hawaiian monk seal, and seabirds).
- Assist contractors on wildlife-related work under the direction of the Wildlife Biologist.
- Data collection, entry, and revision. Maintain records in Access and Excel databases in accordance with FWS protocols.
- Coordinate with Refuge staff of marine debris management and clean-up.
- Oversee volunteer housing needs and maintenance.
- Support Refuge outreach and education including monthly activity reports and social media postings.
- Assist with the administration of volunteers which may include advertising, interviewing, and hiring volunteer crews.
- Support Hawaiian cultural program including outreach with the community and visitors.

Additional Qualifications:

- 2-3 years' experience in biological field work including animal handling, habitat restoration, and/or invasive species control.
- Remote field work experience.
- Supervisory experience.
- Familiarity with Hawaiian culture and practices.

- Self-motivated, fast learner, flexible, and excellent problem solver.

Desired Skills/Experience:

- Hawaii plant identification.
- Previous experience in Hawaiian archipelago.
- Previous experience with rare and T&E species.
- Previous ArcGIS, GPS, and Access Database experience.
- Familiarity with Hawaiian language, oli, and cultural significance.
- Motor boat operation experience or MOCC certification.

To Apply:

For more information on Kupu's Conservation Leadership Development Program please visit:

<http://www.kupuhawaii.org/conservation/>

Link to the application: <https://kupuhawaii.tfaforms.net/138>